

Transgender Equity Council Minutes

Regular Meeting

July 9, 2020 - 05:00 PM

Online Meeting

Members Present: Shor Salkas (Chair), Hunta Williams (Chair), Commarraah Bashar, Emma Grey, Alma Miklasevics, Morgen Sedlacek, Kai Pavus (Quorum - 8)

Members Absent: Destiny Xiong, Grant Berg, Ray Lockman, Andre Reed, Nicolas Cruz, Chase Bakken

Others Present: Koko Chino (interpreter), David Evans (interpreter), Catherine Schaefer, Gina Allen (Office of Performance and Innovation), Taylor Crouch-Dodson (Office of Performance and Innovation)

Staff : Track Trachtenberg

Call To Order (N/A, no quorum)

1. Roll Call
2. Adoption of the agenda – no quorum, could not vote
3. Acceptance of minutes of [Jun 11, 2020](#) – no quorum, could not vote

Election

4. Co-Chair Roles/Updates
 1. Shor – how do we continually interrogate white supremacy culture, decenter whiteness in this work – making sure that the people supported in leadership roles on the TEC are trans folks of color (if they want to be in leadership roles). Shor reached out to Commarraah, who is interested in a co-chair role – discussed shor rolling off at one-year mark in September and then at that election, supporting BIPOC trans folks in either entering or continuing in those leadership roles. Figuring out how to transition someone into these roles well – no official blueprint, but feeling it out. Hunta and shor have been building agendas with Track and facilitating meetings – have brought Commarraah into those conversations to see that process
 2. Commarraah – really passionate about TEC work, have been doing a lot with TEC for last year and hope that TEC members can trust them too. Planning to put name in for September co-chair election. Especially given uprising, it takes a certain type of person to do this, and know that I'm that type
 3. Emma, Catherine – fully support!

Discussion

5. Updates:

1. Subcommittees:
 1. PACE
 1. Met last month for the first time since Feb!
 2. TEC survey – 79 responses so far, not representative of whole community/who we want to center work on. Doing another push for responses, partnering with more orgs

3. May propose spending money on advertising survey
4. Office hours/social hours (Commarrah working on proposal to bring to TEC hopefully next month) – initially online, likely promoted through social media or flyering
5. Public awareness campaign – CVP Jenkins really interested in getting it moving. Don't have confirmation on amount but Women's Foundation pledged money in the past so will hopefully have support from them. Shunu will reach out to WFMN once we have a proposal
6. Plan on breakout session at Summit, presence at events when there are some!
7. Azul Kmiecek presented about Cirque de So Gay and JustUs Health programming, which TEC would hopefully be able to be present at in some way

2. Training

1. Analysis right now to prep trans/GNC inclusivity training for ASL interpreters (both hearing and Deaf, certified and uncertified). Maybe one-day, maybe two-da
2. In-depth, even useful for interpreters who have some familiarity
3. Goal is to schedule in August – working with MN Registry for Interpreters for the Deaf. Will be virtual – ideally maybe one day in person?
4. Still determining whether free or paid workshop. If paid, can include Continuing Education Credits for interpreters; don't necessarily have another source of funding

3. Summit Planning/Summit Budget (Track)

1. Theme: "Claiming our Power for Change: Caring for Community" – centering community safety, Black liberation, COVID response
2. Releasing call for workshop proposals this week
3. Currently soliciting sponsors – Track will send outreach form; please reach out to potential sponsors
4. Budget is all up in the air – cheaper because virtual, but attempting to still provide food
5. Commarrah will MC!
6. Teams, Teams Live

4. Meeting with CM Cunningham (Commarrah)

1. Shor submitted the letter around budget advocacy! Only got one (short) response from Jeremy Schroeder. Letter is also useful because people observing what ABC's are doing right now can now take that to Charter Commission, etc.
2. Talking about future of TEC in terms of backing up that letter/in terms of Police Conduct Oversight Commission partnership – TEC has a role in supporting CM Cunningham's work, he's one of the few who has been really explicit about what he means re: defunding the police. Look at the language on his FB page – more specific than other CM's.
3. Had been trying to get PCOC to research MPD's noncompliance in reporting gender identity-based hate crimes – CM Cunningham said it was useful to continue moving forward with this. As we have conversations with trans folks in community about "what public safety

looks like for us”, data really matters to back up folks’ experiences and create accountability/trans-centered language around public safety because the language currently coming out of the City is not. Also creates more backup for need for third-party investigation (which didn’t happen after ketamine research)

4. Public safety from a public health perspective – violence spreads like a virus and need to approach prevention/control from that perspective
5. Start talking about this from a lens of “what does trans safety look like” including through public awareness work
6. Look at Reclaim The Block, Black Visions, Communities United Against Police Brutality for more info

5. Advocacy/Community Safety (Track)

1. Charter Amendment proposal – police get absorbed into a department that would hold them more accountable; MPD is no longer a required department but an optional division within a Dept of Community Safety and Violence Prevention (which would be accountable to all of Council, not just Mayor)
2. Charter Commission can amend, approve, or disagree with proposed ballot amendment, but Council can still move it forward onto Nov ballot regardless unless Charter Commission asks for an extension – this would push it back to 2021
3. Please testify and encourage fellow TEC members and other syou know to do the same! One Charter Commissioner is proposing to push more oversight onto PCOC, which is a volunteer board, instead of using Council proposal
4. Talking points – what CM Cunningham has been saying is a really good explanation, or use the TEC letter
5. Mayor Frey announced budget Thurs morning – mandatory furloughs for all employees across depts, does not single out any dept, does not necessarily use an equity lens

6. Budget (Hunta facilitates, Track leads)

- a. ASL Interpretation training – need some budget for that. Race Equity needs a number estimate to determine if they can fund or if it needs to get funded from trans equity money. Want participants to pay so they can own CEU’s, so maybe it costs \$80-100 per participant.
 - i. HUNTA – send Track a budget
- b. Summit is a TEC priority – figure out how much to allocate to Summit, and then figure out what TEC wants to do with the rest?
- c. For now, earmark \$10,000 for Summit, same as last year, and stay in contact about budget
- d. Remaining money – centering BIPOC trans folks. MTHC?
- e. TRACK – continue sending expected budgets for Summit

7. Guest Speaker Schedule/Template Questions for all Commissions and Guest Speakers (shor) – postponed to future meetings

Presentation

8. Gina Allen and Taylor Crouch-Dodson/911 Workgroup

- a. Thank you for your input on the 911 workgroup surveys in March/April – made them much stronger and more trauma-informed (to the extent that was possible)

- b. Fall 2019, in response to Mayor’s proposal to increase number of officers, City Council created 911 workgroup (officers and community members) to look for places to increase efficiencies within MPD and change responses to various calls
 - i. Decided to center “Emotionally Disturbed Person” (mental health crisis) calls and Reporting (parking problems, non-violent theft, property damage). Presented recommendations to Council, Council gave a staff direction for workgroup to go ahead on prototyping those responses – Problem Nature Code study looking at all of the Problem Nature Code MPD uses and the priority levels they assign to those codes. Also MPD staffing and efficiency study – there are services duplicated between MPD and City Enterprise (don’t both need separate data management, etc) – can MPD use existing City services to save resources? Can some calls with a multi-officer response receive fewer officers or an alternative response? These two studies will allow workgroup to prototype alternative responses
- c. Current focus of recommendations: defining low risk (embed mental health professionals in fire dept and 911, direct parking-related calls to traffic control, CSO response to low-risk traffic and reporting calls)
 - i. Prioritizing these calls (mental health crisis and report-only) based on call volume, amount of officer time spent on calls, ensuring we are sending the right resources to the right calls
- d. Other recommendations: exclusively direct report-only calls to 311 or online
- e. Where we are now: data review and analysis, survey development/dissemination/analysis, stakeholder interviews, summarize learnings. Want to prioritize those most impacted: Mpls residents, BIPOC folks disproportionately overrepresented in mental health crisis calls
 - i. Have had to shift strategy due to COVID; less in-person data and no focus groups, more focus on survey data (left open for longer, pushed out multiple times – and, this is less than ideal as less personal, harder to convey nuance and to do in a trauma-informed way)
 - ii. Asked for Black Visions, Reclaim The Block, Mpls Urban League, National Alliance on Mental Illness, North Side and South Side Mutual Aid Autonomous Zone Coordination, LOCUS, Twin Cities Black Owned Businesses, with help distributing survey
 - iii. Where we’re going: rapid, low-cost prototyping of five ideas from workgroup, include new ideas from survey responses, and analyze prototype results to determine best fit
 - iv. November 2020: need to have finalized pilot recommendations for 2021, submit budget estimates for EDP and Reporting alternatives, reassess 911/MPD workgroup
- f. Data police are gathering on EDP calls: gender (male, female, GNC, unknown) and race. Outcome is majority male, majority white – but, this is only if police officer actually fills out the form, and it’s them identifying the person’s identities, rather than people self-identifying
- g. Demographics of folks who have filled out the surveys: majority cis, straight white women
- h. General team email – innovate@minneapolismn.gov, gina.allen@minneapolismn.gov, taylor.crouch-dodson@minneapolismn.gov; or reach out through Track. Want ongoing

feedback at any point, especially on how to center and engage trans folks, especially BIPOC trans folks

i. TEC Feedback:

- i. Commarrah – since we started talking about this survey work, an uprising happened that has disproportionately affected BIPOC trans/GNC folks, and then so many murders, beatings, disappearances. Folks are emotionally exhausted – government needs to pay people if they want them to answer anything. Absolute survey fatigue. And really important to be explicit about who is collecting this information, where it's going, how it will be heard. Graphics don't look like they were developed for people who are constantly looking at screens
- ii. Gina – were going to do a monetary incentive with focus groups/in-person interviews, but haven't been able to figure out how to with survey responses (especially because have been getting survey trolls). Work got sped up in the last month and a half and have still been recalculating since COVID, so figuring it out. City wants stuff quickly, Office of Performance and Innovation is trying to make sure they don't rush into things and therefore do it wrong, even if unarmed
- iii. Emma – echoing sentiment about paying people. If you find a way to pay people through a survey, need to be aware that not everyone has a bank account, address, a way to have money automatically deposited
- iv. Commarrah – also hard to verify identity through the internet – don't want to define identity for people, and also don't want to give money to trolls

[Trans Equity Council 07092020.pdf](#)

Adjournment (N/A, no quorum)

Notice: A portion of this meeting may be closed to the public pursuant to MN Statutes Section 13D.03 or 13D.05.

Notice: This meeting may involve the remote participation by members, either by telephone or other electronic means, due to the local public health emergency (novel coronavirus pandemic), pursuant to the provisions of MN Statutes Section 13D.021

Next Transgender Equity Council meeting: August 13, 2020

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